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### Positive Behavioral Interventions and Supports (PBIS) in an Alternative Setting

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# PBIS IN AN ALTERNATIVE SETTING

GNETS: Elam Alexander Academy

Brooke Cole

Janae Dukes

Shondonette Horton



# INTRODUCTIONS

Brooke Cole  
-Treatment Coordinator

Janae Dukes  
-Assistant Treatment Coordinator

Shondonette Horton  
-Assistant Treatment Coordinator

# WHAT DO YOU KNOW??



- ◉ Thumbs up if you feel comfortable with your knowledge of PBIS and its implementation
- ◉ Thumbs to the side if you are aware of PBIS but not sure how to implement it
- ◉ Thumbs down if you know very little about PBIS and its implementation

# THE PBIS UMBRELLA



# WHERE WE BEGAN

- ◉ We began implementing PBIS during the 2009-2010 school year.
- ◉ After forming the PBIS team and developing our school expectations and rules, we were on our way.
- ◉ However, we made a few mistakes along the way.
- ◉ We hope you will learn from and avoid these mistakes on your PBIS journey.

# CHALLENGES AT EACH SITE





# MISTAKES TO LEARN FROM

- ◉ When we first began implementing PBIS, we focused on achieving buy-in from the staff and students.
- ◉ We focused heavily on staff and student recognition.





# EAGLE WINGS AND ASSEMBLIES

- ◉ We created Eagle Wings to reward staff and students when they were “caught meeting PBIS expectations.”
- ◉ The PBIS team held an assembly each month to recognize and reward students and staff who earned Eagle Wings for that month.
- ◉ Students earned rewards (e.g. free ice cream, school t-shirt, field trip, etc.) based on the number of Eagle Wings they received.



# THE PROBLEM WITH EAGLE WINGS

- It was difficult for students and staff to keep up with the Eagle Wings.
- Assemblies were not very engaging or motivating to students.
- Students did not keep their Eagle Wings long enough to earn higher level rewards.



# EAGLE WINGS BECOME EAGLE BUCKS



- ◉ We abandoned the Eagle Wings and monthly assemblies.
- ◉ We then tried Eagle Bucks.
- ◉ Students earned Eagle Bucks for displaying the PBIS expectations.
- ◉ At the end of each month, students could use their Eagle Bucks to purchase the PBIS event.

# THE PROBLEM WITH EAGLE BUCKS



- ◉ Teachers conflated Eagle Bucks with our existing Point System, the Student Achievement Model.
- ◉ Eagle Bucks were rewarded using subjective instead of *objective* criteria.
- ◉ Students who really should not have been at the PBIS event due to their behavior were there because they had been awarded enough Bucks to attend.

# THE ACKNOWLEDGEMENT SYSTEM TODAY

- ◉ With all the problems with Eagle Bucks, we abandoned those as well but kept the monthly PBIS events.
- ◉ The leadership and PBIS teams created three objective criteria for students to earn the monthly reward.
  - No suspensions
  - No Office Discipline Referrals
  - No physical restraints
- ◉ At the end of each month, students who have met these three objective criteria are invited to participate in the PBIS event.



# MORE MISTAKES TO LEARN FROM

- ◉ Not viewing PBIS as a framework that defines all of our practices
- ◉ Not clearly communicating to staff and students the true purpose of PBIS
- ◉ Incorrect perception that PBIS was simply about rewarding positive behavior
- ◉ Not developing specific lesson plans to teach the PBIS expectations
- ◉ Not using PBIS surveys (TIC, BoQ) to guide the next year's Action Plan
- ◉ Not having a predetermined calendar of PBIS meeting dates



# THE PBIS UMBRELLA





# PBIS: WHAT WORKS

- ◉ Explicitly teaching expectations and rules each day in each area of the school
- ◉ Creating portable PBIS expectations for teachers to carry with them throughout the school to reinforce expectations in each common area
- ◉ Using student feedback to develop monthly PBIS events
- ◉ Using objective criteria to reward students for their positive behavior



# PBIS: WHAT WORKS

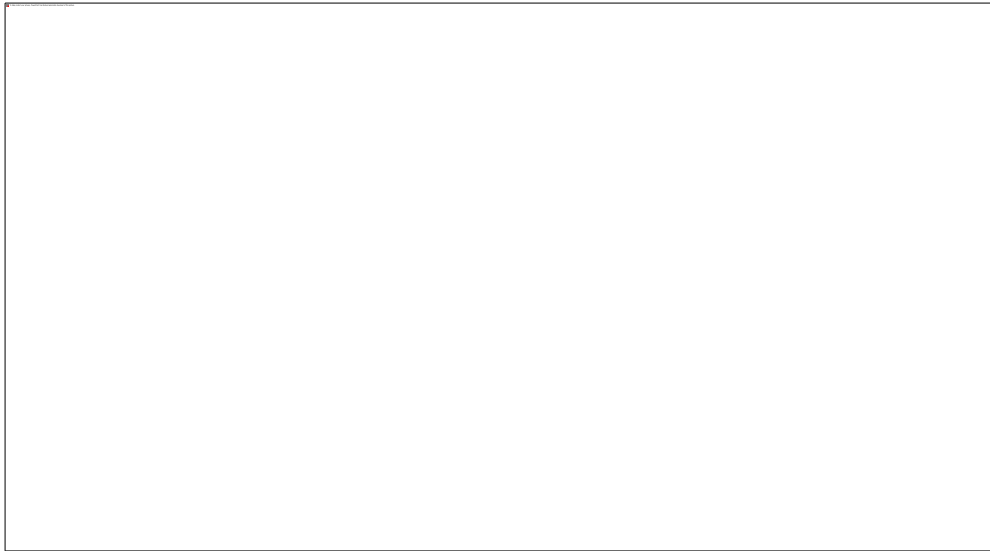
- ◉ Using PBIS surveys to form the current year's Action Plan
- ◉ Creating calendar of meeting dates for the entire school year
- ◉ Problem solving with discipline data
- ◉ Creating staff buy-in by explaining the benefits to them of data driven problem solving
- ◉ Distributing discipline data to teachers during PLC meetings once a month



# HAVE FUN WITH PBIS!

<https://m.youtube.com/watch?v=xPwGUV0vfp>

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# QUESTIONS?



THANK YOU!

